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NEWS
from the
UNITED STATES
DEPARTMENT OF LABOR
Office of Information,
Publications and Reports
Washington, D.C.
20210

WEEK OF FEBRUARY 10, 1975

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BLACK NAMED TO NEW LABOR DEPARTMENT POSITION

WASHINGTON -- Ellis W. Scott, an independent actuarial consultant, has been named acting assistant director, Division of Variances, Exemptions and Determinations, of the U. S. Department of Labor's newly-created Office of Employee Benefits Security.

The office, which functions within the Labor-Management Services Administration, administers those portions of the Employee Retirement Income Security Act of 1974 (ERISA) under Labor Department jurisdiction.

Scott will direct the Office of Employee Benefits Security's program of exemptions and variances from ERISA provisions. He will also be in charge of issuing interpretations of the new law.

Scott, 51, served as an actuary in the Social Security Administration's Office of the Actuary in Washington, D. C. from 1971 to 1974 and as an actuarial mathematician in that same office's Baltimore branch from 1954 to 1960.

During the 11 years between his government service, he worked as an actuary for three New York City firms: Incentive Systems, Inc.; United Mutual Life Insurance Co., of which he was also vice president, and Harold Faggen Associates, Inc.

A native of Cleveland, Ohio, Scott holds a B.S. in mathematics from Southern University, Baton Rouge, La., and an M.S. in mathematics from the University of Iowa.

He is a member of the Society of Actuaries (Associate) and the American Academy of Actuaries.

Scott lives with his wife and two children in Columbia, Md.

# # #

BLACK EX-JOB CORPS MEMBERS
FOR 'HALL OF FAME'

WASHINGTON -- Five blacks who rose from the ranks of the disadvantaged by acquiring an education and marketable skills in the Job Corps have been named to the Corps' "Hall of Fame." In all, 10 former Corps members were so honored.

The blacks are: Judith L. Chandler, Richmond, Va.; Walter Mitchell, West Haven, Conn.; Jessie Al Lane, Austin, Texas; H. Jean Henderson, Dallas, Texas, and Brenda B. Hernandez, Alexandria, Va.

Secretary of Labor Peter J. Brennan saluted the 10 former Corps members for "exemplifying those qualities that have made America great" at the observance of the Job Corps' 10th anniversary observance, held in Washington, D. C.

"These outstanding young men and women are wonderful examples of how the Job Corps has helped hundreds of thousands of disadvantaged American youth improve their lives," he said.

"The success attained by these five men and five women is testimony to how this innovative program has enabled so many youths to get fresh starts toward productive careers."

Those named to the Hall of Fame were selected from among thousands of entries submitted by committees from the 60 Job Corps centers. Job Corps Director John H. Stetson and his staff made the final selections.

Names of the 10 persons selected will be inscribed on a plaque which will hang in a place of honor in the new Department of Labor headquarters building, Third Street and Constitution Avenue, N. W., Washington, D. C.

Following are profiles of the black former Job Corps members:

(MORE)

MS. JUDITH L. CHANDLER of Richmond, Virginia, joined Charleston Job Corps Center in 1968, stayed two years to learn business and clerical office occupations, then entered West Virginia State College where she earned a degree in law enforcement services. After serving as a residential advisor at her Job Corps alma mater, she obtained a job as probation and parole officer in the Richmond department, earning more than $10,000 annually.

She was the first black woman to be appointed to this post and last year received a special commendation from the Federal Bureau of Investigation for her assistance in apprehending a bank robber.

WALTER MITCHELL of West Haven, Connecticut, is one of 12 children from Mississippi, a high school dropout who enrolled at Jacobs Creek Job Corps Center in Tennessee to earn his high school diploma and also learn how to operate heavy construction equipment as an operating engineer. The 27-year-old Corpsman was graduated in 1968 and had the distinction of earning his journeyman's rating with the Operating Engineers Union, which takes four years to earn, within a short period. He is currently employed with a construction firm in Connecticut earning $8.85 an hour operating a finish grader, one of the most difficult pieces of equipment to run.

He has assisted newly graduated Job Corpsmen in obtaining their first job, providing transportation for some who don't have automobiles. He coaches a basketball team, is a retreat leader for his church, and each year returns to Jacobs Creek to encourage new enrollees.

JESSIE AL LANE of Austin, Texas, a 20-year-old graduate of apprentice plasterer's training at Timber Lake Job Corps Center, Oregon, joined the Job Corps in August, 1971, earned his high school diploma equivalency and enough skills to qualify as an apprentice plasterer.

Soon after beginning work, Lane was able to purchase a mobile home and now supports his mother, brother, and a nephew as a working member of Local 783 in Austin.

In addition to his work, which earns him approximately $12,000 yearly, he devotes much of his own free time to counseling potential and present Job Corps members, and to helping recent graduates adjust to their new jobs and life-styles.

(MORE)

MS. H. JEAN HENDERSON of Dallas, Texas, widowed mother of three children, who enrolled in Job Corps at McKinney Job Corps Center for Women in 1967 from her $25-a-week job as a motel maid. After earning her high school diploma equivalency and learning office occupations at McKinney, she started working at clerical jobs in late 1967 and today earns more than $10,000 a year as a secretary in the Dallas Regional Office of the Social Security Administration.

Mrs. Henderson has become a public supporter of Job Corps, speaking at businessmen's luncheons and on television programs; has bought her own home, teaches Sunday School, and is attending Dallas Junior College to further her education.

MS. BRENDA B. HERNANDEZ of Alexandria, Virginia, is a high school graduate who was earning 42 cents an hour as a nursing home waitress when she enrolled at Cleveland Job Corps Center for Women to learn business and clerical vocations. She completed her courses with honors and was transferred to the Washington, D. C., center for outstanding Job Corps trainees. Today she is employed as an $11,000 contract assistant in Job Corps headquarters in the Manpower Administration in Washington, D. C., advising officials and contractor personnel on policies concerning cost and financial data for all centers. She began as a GS-2 clerk in the Labor Department and now develops cost standards to measure program performance effectiveness during contract negotiations.

###

JOB CORPS EMPHASIS IS MOTIVATION, LEARNING
AND SUCCESS, BRENNAN SAYS

WASHINGTON -- Secretary of Labor Peter J. Brennan, in remarks marking the 10th anniversary of the Job Corps, told its founders, leaders, participants and supporters that:

"Every American can take pride and satisfaction in the 10th anniversary of the Job Corps."

"The Job Corps," Brennan said, "has helped prepare hundreds of thousands of disadvantaged young Americans for productive and rewarding careers."

"It is a program that has reached out to help some of the most seriously disadvantaged youth in our society -- young men and women who because of their skin color, their birthplace or other economic or social background do not enjoy the same advantages as other Americans."

He noted that the Job Corps was and still is designed to lift poverty stricken and disadvantaged young people out of their environments.

"It places them in a new setting, usually a Job Corps residential center, where the emphasis is on motivation, learning and success," Brennan said.

Over the past 10 years, the Job Corps has proven to be an experiment that works, he said, pointing out that during the past five years more than 80 percent of those completing training have gone on to jobs, schooling, or the Armed Forces. He added that during the past two years this rate has increased to 90 percent.

Brennan attributed the success of Job Corps to the support of concerned people around the country--industry, labor, educators, volunteers, government workers at the federal, state and local levels and others.

The Job Corps maintains an enrollment of about 20,000. Youths acquire remedial education and vocational and language skills. Eight Job Corps centers offer bilingual programs for Spanish-speaking youths. Thirty-three have pre-apprenticeship programs operated by labor unions.

(MORE)

"All of this training and education has done wonders in helping young people develop their abilities and talents," Brennan said.

"But another real key to the Job Corps' success has been the willingness of employers to hire Job Corps graduates." he added.

"The Job Corps," Brennan continued, "has accomplished remarkable things. It has turned out graduates who are instilled with qualities that not only make them valuable workers, but help them become responsible American citizens.

"The best reason I know of to keep expanding and strengthening the Job Corps is simply this -- there are still so many disadvantaged Americans who could benefit from it."

Brennan noted that during 1973, almost 30 million Americans 16 and older lived in poverty areas. One-third were minority group members, and their unemployment rate was 40 percent higher than that of Americans living in more prosperous communities.

"Many of these Americans need and are still waiting for a program like Job Corps, a program that can reach out and help them to help themselves," the Labor Secretary said.

Brennan noted that the job outlook today is even bleaker during this recession for persons whose job prospects have always been limited.

"And they need a program like the Job Corps to help them compete," he said.

In closing, Secretary Brennan said:

"So let us use this day, not just to celebrate a decade of past successes, but to plan and to dedicate ourselves to building a stronger Job Corps that will help us cope with the many challenges we and the young men and women the Job Corps serves have yet to overcome."

During the 1974 fiscal year, there were about 45,650 new arrivals who entered the Job Corps program. Blacks accounted for 57 percent of total enrollees. Nearly 74 percent were males.

# # #

PRESIDENT SEEKS $4.7 BILLION
FOR LABOR DEPARTMENT PROGRAMS

WASHINGTON -- President Ford's 1976 fiscal year budget includes $4.7 billion in new funding authority for the Department of Labor and its programs, Secretary of Labor Peter J. Brennan announced.

The budget proposal also includes requests for $5.1 billion in immediate 1975 supplementals to pay for aid to the unemployed in both 1975 and 1976.

"The President's budget will better equip us to meet the needs of American working men and women at a time when millions are out of work," Secretary Brennan said. "It will also help us carry out important new assignments.

"Among other things, we will be better able to protect the pension rights of American workers under the Employee Retirement Income Security Act of 1974.

"In addition," Brennan added, "President Ford has given us the tools to help American workers under already existing programs by providing manpower training and placement services; better protections in job safety and health, equal employment opportunity, employment standards, and labor-management relations; and more complete and accurate labor statistics so vital to assessing changes in the economy."

The new funding authority requested for 1976 is $8.7 billion lower than the current 1975 estimate because balances from the $3.9 billion appropriated by Congress in the Urgent Supplemental Appropriation Act for aid to the unemployed and the $5.1 billion supplemental now requested by the President for 1975 will be available in 1976. This money is requested in advance to assure that aid can be given the unemployed when due.

(MORE)

Major new Labor Department program budget requests include:

Special Workers' Compensation Benefits -- $201 million.

Because of increased costs and workload regarding benefit payments under the Federal Employees' Compensation Act and Longshoremen's and Harbor Workers' Compensation Act, $36 million has been added to this program for the 1976 fiscal year.

Occupational Safety and Health -- $116 million.

This includes increases for administering occupational safety and health activities, including $5 million added to provide on-site consultations for small employers, $2.5 million additional for state-administered safety and health programs, and $6.2 million more for general safety and health.

Labor Statistics -- $61.7 million.

The budget provides $7 million in increases for developing or improving nine major statistics-gathering programs and other costs.

Labor-Management Services -- $42 million.

There has been $4.9 million added, primarily to administer Labor Department portions of the Employee Retirement Income Security Act of 1974.

Employment Standards -- $79.7 million.

There will be $3.6 million more to enforce employment standards and equal employment opportunity measures under the 1976 fiscal year budget.

Departmental Management -- $32 million.

The proposed departmental management budget is $1 million above the 1975 budget and reflects raises in mandatory costs to operate the department's administrative and legal support programs.

(MORE)

Manpower Programs -- $4.2 billion.

Funds for these efforts will total $4.2 billion in fiscal 1976.

Because of five large items added to the current fiscal year's budget, the 1976 request for manpower programs is some $8.8 billion less than the present level. Since balances from the current year will remain available in 1976, new additional funds are not being requested in fiscal 1976 for these programs.

The five changes in 1975 are:

--$5 billion proposed for advances to the Unemployment Trust Fund or Federal Unemployment Benefits and Allowances.

--$2 billion enacted for Federal Unemployment Benefits and Allowances, covering jobless pay for those not covered by unemployment insurance during heavy joblessness as well as federal and postal workers, ex-servicemen and others.

--$1 billion enacted for the Temporary Employment Assistance Program in the budget, with funds to be available through Dec. 31, 1975. Continuation of this program and benefits to those not covered by unemployment insurance will be based on evaluation and analysis of results and economic conditions existing at the time of its scheduled expiration.

--$750 million enacted for advances to Extended Unemployment Compensation for payment of extended temporary benefits.

--$249 million enacted for administration of state employment security agencies.

(MORE)

The authorities under which these funds were appropriated in 1975 will make balances of these resources available through the 1976 fiscal year.

These funds are primarily in response to emergency legislation passed at the end of the 1974 calendar year.

The level for Comprehensive Manpower Assistance will remain constant.

The program level of the Work Incentive Program--jointly administered by the Departments of Labor and Health, Education, and Welfare to place welfare recipients in jobs--will also remain the same. Since much of the 1975 program was financed with carryover from 1974, a $93 million increase in Labor's new authority and $27 million more in HEW's share of the program is needed to keep the program level.

In terms of employment ceilings, the 1976 budget provides for a maximum of 13,678 full-time permanent positions in the Department of Labor at the end of the 1976 fiscal year, compared with 13,616 at the end of this fiscal year, next June 30--or an increase of only 62 positions.

However, in the Manpower Administration, a net decrease of 270 positions is provided. This is because of decentralization of manpower programs under the Comprehensive Employment and Training Act; transfer of some positions to HEW, and anticipated phaseout of the Emergency Jobs Assistance Program.

The other major change in employment ceilings is an increase of 145 in the Bureau of Labor Statistics to permit broader and more in-depth sampling for indexes for which BLS is responsible.

# # #

(Attached is a table on the 1976 budget request)

DEPARTMENT OF LABOR

Funds Requested in President's Budget
Fiscal Year 1976
(Dollar amounts in millions)

Item	1974	1975 1/	1976	Change 1975 to 1976
Manpower Program Administration.....	$98.5	$95.7	$96.3	$+.6
Training (Comprehensive Manpower Assistance.....	(2,265.6)	(2,394.4)	(2,394.4)	(---)
State and Local Programs.....	1,875.6	1,980.0	1,980.0	---
National Programs:				
National Training Programs.....	347.5	372.0	372.0	---
Program Support.....	42.5	42.4	42.4	---
Community Employment for Older Americans.....	10.0	--- 2/	---	---
Temporary Employment Assistance.....	---	1,000.0 3/ 4/	---	-1,000.0
Work Incentives.....	250.3	140.0	233.0	+93.0
Federal Unemployment Benefits and Allowances.....	365.0	2,365.0 5/	410.0	-1,955.0
Advances to Extended Unemployment Compensation.....	---	750.0 5/	---	-750.0
Grants to States for UI and ES.....	905.1	1,242.3 5/	1,069.0	-173.3
Advances to Unemployment Trust Fund..	---	5,000.0 3/ 6/	---	-5,000.0
Subtotal, Manpower Programs.....	3,894.5	12,987.4	4,202.7	-8,784.7
Labor-Management Services Administration.....	24.4	37.1	42.0	+4.9
Employment Standards Administration..	57.2	76.1	79.7	+3.6
Special Benefits.....	138.5	165.0	201.0	+36.0
Occupational Safety and Health Administration.....	70.1	102.3	116.0	+13.7
Bureau of Labor Statistics.....	48.6	54.7	61.7	+7.0
Departmental Management.....	25.0	31.0	32.0	+1.0
Special Foreign Currency.....	---	.2	.2	---
Subtotal, Other Programs.....	363.8	466.4	532.6	+66.2
Total, Operating Funds.....	4,258.3	13,453.8	4,735.3	-8,718.5
Source of Funds:				
Department of Labor				
Federal Funds.....	3,139.7	12,106.4	3,476.5	-8,629.9
Trust Funds.....	868.3	1,207.4	1,025.8	-181.6
Department of Health, Education and Welfare.....	250.3	140.0	233.0	+93.0

1/ Includes enacted and proposed FY 1975 supplementals.
2/ Includes enacted $12 million and proposed rescission of same amount
3/ Includes proposed supplementals of $125 million (TEA) and $5 billion (advances to UTF)
4/ Available until December 31, 1975.
5/ Portions are available to September 30, 1976.
6/ Available until September 30,1977.

NOTE: Funds for 1976 are reflected for a 12 month basis for comparable purposes and do not include the 3 month transitional period between fiscal years 1976 and 1977. The 3 month estimates generally equal one quarter of the 12 month projection for FY 1976.

OSHA TO TAKE JURISDICTION OVER
RAILROAD JOB SAFETY AND HEALTH

WASHINGTON -- The Occupational Safety and Health Administration (OSHA) will inspect most railroad facilities for work hazards, the U. S. Department of Labor has announced.

Assistant Secretary of Labor John H. Stender, who heads OSHA, said his agency's assertion of jurisdiction over most railroad safety and health matters stems from a recent decision of the Occupational Safety and Health Review Commission.

Stender said OSHA inspections for workplace hazards on railroad properties will include, but not be limited to, the following:

-- offices, stations, terminals and shops;

-- warehouses, storage areas, loading docks and support facilities;

-- yards and rolling stock (where hazards are not covered by Federal Railroad Administration standards),

-- transportation between duty stations and worksites;

-- living facilities provided by the employer;

-- all construction, installation and maintenance activities such as tracks, signal and communication systems, power systems, bridges, buildings and other equipment and facilities.

As general guidance, Stender said federal inspectors will operate on the assumption that OSHA has jurisdiction unless there are known Federal Railroad Administration (FRA) standards.

Where states have an OSHA-approved plan or an operational program for job safety and health that includes railroads among covered industries, state inspectors will follow the same general guideline. In non-plan states, or in states that do not cover railroads, jurisdiction remains with OSHA.

The review commission, an agency completely independent of OSHA, issued decisions on contested cases in November 1974, upholding OSHA's position that it has jurisdiction unless another federal agency has exercised its statutory authority by issuing rules aimed at eliminating hazardous working conditions.

###

OSHA WRITING COTTON DUST STANDARD, STENDER SAYS

PHOENIX -- A proposed work rule to protect textile industry workers from the dangers of cottor dust is being written by the Labor Department, a high federal official has announced.

Assistant Secretary of Labor John H. Stender, head of the Occupational Safety and Health Administration (OSHA), said "the standard tackles a difficult problem and we are working toward a uniform approach that will deliver the needed safety factors."

Addressing the National Cotton Council of America at a meeting in Phoenix, Stender also stressed the noise hazard that endangers the health of cotton industry workers.

He said he recognized that while OSHA proposes to retain its present exposure standard of 90 decibels over an eight-hour period, there has been "considerable objection" to the retention of that limit.

Stender said because of the considerable public interest in the OSHA proposal, the period for comment has been extended a third time to March 21. Public hearings are expected sometime in April.

Stender singled out exposure to excessive heat as a third problem in the cotton industry. He said that problem, too, was under study by OSHA.

He encouraged employers in the cotton industry not to wait for new standards to be issued but to begin inspecting their own plants to determine immediately what can be done to reduce hazards to worker safety and health.

"Everyone gains from a workplace that is both safe and healthful," Stender told the textile industry group. "Workers gain because they can earn a living without sacrificing their health or their lives.

"Employers gain in sales that are not lost, in increased profits and production, and through the lowering of injury claims and excessive insurance payments," he added.

###

7,396 JOB SAFETY, HEALTH INSPECTIONS IN NOVEMBER

WASHINGTON -- The Department of Labor announced that the Occupational Safety and Health Administration (OSHA) conducted 7,396 workplace inspections during November.

Assistant Secretary of Labor John H. Stender, who heads the federal job safety and health agency, said that as a result of those inspections, OSHA issued to employers 5,535 citations alleging 30,652 violations of job safety and health standards. Proposed penalties totaled $776,565.

Since its inception April 28, 1971, through November 1974, OSHA made 192,495 inspections resulting in 129,564 citations alleging 672,722 violations, with proposed penalties totaling $16,959,531.

Of that amount, $12,322,015 has been remitted to the Secretary of the Treasury. The balance represents funds not yet collected, plus penalties proposed by OSHA that were reduced or vacated by order of the independent Occupational Safety and Health Review Commission after employer appeals.

###

Dear Consumer

SALESWORKER JOBS TO INCREASE
BUT MORE SLOWLY THAN IN PAST
(One of a Series)

WASHINGTON -- Salesworkers are expected to increase to 6.5 million by 1985--up from 5.4 million in 1972--but changing merchandising techniques will limit growth somewhat.

So predict two labor economists in the U. S. Department of Labor's Bureau of Labor Statistics (BLS).

In an article published in the Winter 1974 issue of the BLS Occupational Outlook Quarterly, Neal Rosenthal and Hall Dillon say salesworkers will comprise a small percentage of the total workforce in 1985 than they did in 1972--6.4 percent compared to 6.6 percent.

The projected rate of growth in sales jobs is slower than growth was during 1960-72 because of an expected slowdown in the increase of jobs in trade, which employs more than two-thirds of all salesworkers.

As stores remain open longer and expand into suburban areas, demand probably will increase for retail salesworkers. But changes in sales practices, such as greater use of self-service check-out counters and vending machines, are expected to slow this increase.

###

Dear Consumer

'Bundle-Up' Your House

By Virginia Knauer
Special Assistant to the President and Director
Office of Consumer Affairs
Department of Health, Education and Welfare

You're going to want to bundle up this winter because chances are 14 to 1 that our weather will be colder than it was last winter. That prediction comes from National Oceanic and Atmospheric Administration (NOAA).

You'll also want to "bundle up" your home—make it as weather-tight as you possibly can.

You know, I'm sure, that you can save both energy and money—no matter what heating fuel you use—by using more effective insulation. But you may be surprised to learn exactly how much you can save. Here are some statistics based on research from National Bureau of Standards (NBS).

● Improve insulation, if necessary.

At least six inches of thermal insulation is what you should have above the ceiling of your top floor. If you don't have any insulation now, your investment in six inches of insulation (installing it yourself) will pay for itself in one year's fuel savings. If you now have three or four inches, your cost of increasing insulation to six-inch thickness will pay for itself in eight to 12 years.

Those figures are for mild climates where winter temperatures average 45 degrees. In colder regions, savings would be even greater.

Adding insulation to the side walls of your house can be useful, too. But here you need an expert's advice.

● Check weatherstripping and caulking.

Do you feel cold air leaking in around windows and doors? Weatherstripping and caulking can correct this problem, which may account for as much as 15 to 30 percent of your heating costs.

● Consider installing storm windows.

These windows can cut in half the amount of heat that is lost around the windows of your house. Although storm windows are a sizable investment, they will pay for themselves within 10 years. What's more, after that they will bring you an annual dividend on fuel savings of about 13 percent of your investment. Those figures stand for mild climates. In cold regions, you recoup your investment within seven years, and after that your annual dividend will be about 18 percent.

● Lower the thermostat.

Set it at 68 degrees during the day and turn it down to 60 degrees at night. In cold climates, you can save about two percent of your fuel for every one-degree reduction in your thermostat setting. (In mild climates, you save about three percent.) By lowering your thermostat eight degrees for an eight-hour period at night, you may expect to save about 10 percent of your fuel.

You will find "how-to-do-it" details about these suggestions—as well as additional energy-saving tips—in an NBS booklet. Write for **7 Ways to Reduce Fuel Consumption in Household Heating** (35 cents, #0303-01086). Send your order to Superintendent of Documents, Washington, D.C. 20402.

FILLERS FROM THE U.S. DEPARTMENT OF LABOR

Apprenticeship is a good beginning for many young people seeking a bright employment future, according to the U. S. Department of Labor.

* * *

An apprentice is a person enrolled in a program combining on-the-job and related classroom training and registered with a state or federal agency, according to the U. S. Department of Labor.

* * *

In apprenticeship, a young man or woman earns and learns at the same time, the U. S. Department of Labor's Bureau of Apprenticeship and Training points out.

* * *

When an apprentice successfully completes his or her period of training, a journeyman's certificate is usually presented, according to the U. S. Department of Labor.

* * *

Although wages of apprentices vary by industry, the average starting pay is usually half the journeyman's wage, according to the U. S. Department of Labor's Bureau of Apprenticeship and Training.

* * *

For information about apprenticeship, write: Bureau of Apprenticeship and Training, Manpower Administration, U. S. Department of Labor, Washington, D.C. 20213 or contact a state employment service office.

* * *